



SOCIAL IMPACT FELLOWSHIP SUMMER 2018

FELLOWSHIP OVERVIEW

Application

- First deadline: December 31st, 2017
- Second deadline: March 3rd, 2018

Program

- 12-week summer fellowship
- San Francisco, California or Sacramento, California
- Stipend of \$7,000 plus relocation support on an as-needed basis¹
- Positions available: up to 6
- Open to current graduate students (and recent grads) in any field

WHO WE ARE

At Third Plateau, we believe that the social, economic, and environmental problems we face in this world are wicked, complex, and cannot be solved by a single person, organization, or approach.

Therefore, we work with people and organizations with game-changing ideas to improve the world, and we help them do it smarter, faster, and in collaboration with one another.

Our values are at the center of everything that we do:

STEP UP We seek big challenges because we know those are the ones worth tackling. We bring our A-game and entrepreneurial mindset into everything we do, relentlessly pursuing excellence and refusing to accept the status quo. We take smart risks and push ourselves and those around us to think expansively.

LEARN UP We are intensely curious. We question everything. We experiment. We are voracious consumers of information from a variety of sources and disciplines because we understand that knowledge is absolutely essential for effective innovation. We are researchers, investigators, and explorers.

TEAM UP Relationships are at our core. Through empathy, we develop deep and authentic connections with those around us. We curate our networks with intention because when the right people are connected with the right ideas, great things are bound to happen.

¹ Note: we do not want finances to be a barrier to entry for this fellowship. If you are considering not applying because of financial constraints, please let us know in the body of the email of your application and we will follow up. This will NOT impact your chances of getting the fellowship in any way.

LIVE IT UP It's not enough for us to change the world; we're going to have a blast while we do it. If we're not loving life while driving impact, we're doing it wrong.

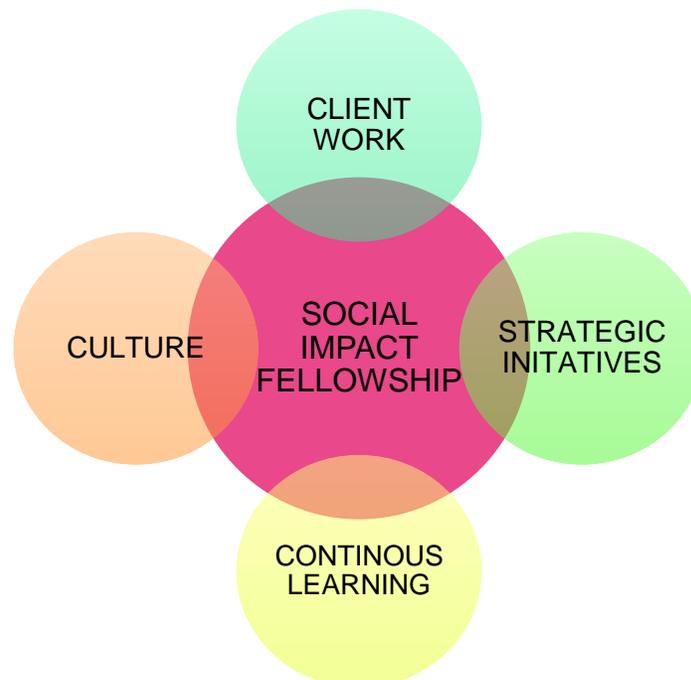
If this sounds exciting, apply to be a part of our team!

WHAT YOU'LL DO

The Impact Fellows serves as an integral part of the Third Plateau team, working closely with our leadership, staff, clients, and one another on a wide variety of internal and external projects.

Throughout the Fellowship, Impact Fellows will:

- Provide high-quality support and project management to our clients;
- Lead a summer project that will further Third Plateau's progress towards strategic goals;
- Collaborate with, support, and learn from other Impact Fellows and the Third Plateau full-time team; and
- Embody and further the Third Plateau values and culture.



CLIENT WORK

The types of organizations and projects we take on varies greatly, but potential projects include:

- **Strategy & Management:** facilitating strategic plans for organizations attempting to clarify and scale their impact; researching trends in a diverse set of issue areas; advising foundations on philanthropic investments, writing business plans for impact-oriented start-ups; and conducting stakeholder interviews and synthesizing and aggregating results.
- **Impact & Evaluation:** identifying key metrics for organizations looking to capture and articulate their outcomes; and conducting quantitative and qualitative impact evaluations.

- **Development & Engagement:** crafting development strategies for nonprofits; teaching the principles of effective fundraising to social entrepreneurs; identifying prospective donors that align with an organization's mission; developing and managing social media strategies; and creating opportunities for organizations to meaningfully engage their community members.

STRATEGIC INITIATIVES

Just as we consult our clients to lead with clear goals, Third Plateau has established four primary strategic goals to guide our company's growth (see below). Impact Fellows will assume a leadership role in one of the following initiatives based on their skillset and interest. Fellows will develop creative, actionable ways to implement strategies, monitor progress, and assess effectiveness of reaching each goal.

Third Plateau's Strategic Goals:

1. **Create the best, most extensive network of socially-minded professionals:** People drive change and spur ideas. By growing, improving, and diversifying the network of people connected in the social sector, we increase the likelihood of identifying new opportunities. A strong and unconventional network creates opportunities for clients, prospective clients, and employees.
2. **Develop a highly-respected, profitable client-facing consulting business:** Our direct consulting work allows us to deepen our relationships with leaders and organizations, which in turn opens the door to engagements with others in the ecosystem. Our direct consulting work is a profitable revenue stream and builds our credibility for bigger opportunities.
3. **Facilitate systems-level collaboration:** While most organizations talk about systems change, few are big enough to change the system on their own. Coordination across actors is necessary to address wicked problems. We incubate and grow sustainable alliances focused on systems change.
4. **Design innovative solutions:** By deeply embedding within networks, understanding the challenges and opportunities facing individual organizational actors, and coordinating high-level systemic change, Third Plateau develops a unique perspective about the unmet needs in the ecosystem. Third Plateau looks to apply user-based design thinking to challenges not being addressed by existing organizations to create new, innovative services, programs, events, and products.

CONTINUOUS LEARNING

We value collaboration and are a team of intensely curious individuals with distinct interests and areas of expertise. We utilize each other and our networks to support ongoing team learning and creativity. Fellows will be expected to contribute their knowledge informally and formally, including leading a unique learning session for the Third Plateau team and potentially researching and writing in areas of our mutual interest.

CULTURE

Our interactions, behavior, and work are guided by our company values. We do our best to eat lunch together, staff projects in teams, and find time to have fun at and outside of work. We look to our Fellows to invigorate our culture and identify new opportunities for us to maximize our impact.

HOW YOU'LL DEVELOP

Our summer fellowship is also about developing socially-minded leaders who are strong critical and creative thinkers, high-level communicators, and skilled collaborators. We equally weigh the importance of technical, intellectual, and interpersonal skills in next generation leaders and will work with you to become a successful, holistic driver of transformative social impact.

Through client engagements, team collaboration, targeted exercises and workshops, and one-on-one coaching, we focus on four main areas of your growth and development:

- **Consulting:** The comprehensive set of skills required to advise, strategize, and lead client engagements in a way that drives meaningful, long-lasting change.
- **Leadership:** The self-awareness, social-emotional, and teamwork skills demonstrated by the most effective leaders.
- **Innovation:** The practices and competencies that encourage curiosity, learning, and creativity.
- **Social Impact:** Broad understanding of social issues, the interconnectedness of social challenges, and the emerging ideas for how to make the world a better place.

WHO YOU ARE

Innovative and critical thinker. Our clients turn to us when they have complex problems that they don't know how to solve. We are frequently asked to devise innovative strategies for our clients to scale, develop earned revenue streams, re-position, or engage their communities. Our fellows are eager to learn, keep an open mind, and pride themselves on their ability to ask good questions and listen intently.

Excellent communicator. The Impact Fellows will be charged with synthesizing large amounts of qualitative and quantitative data and communicating key findings and recommendations. We expect you to be a skilled communicator who can write, edit, and present with confidence.

Relationship builder. Our Impact Fellows enjoy working with others, thrive in diverse teams, and have experience motivating individuals and groups to overcome barriers and achieve goals.

Project manager. Much of our work is project based, which requires us to envision long-term goals and structure an efficient and effective process by which to achieve those goals. We expect you to have experience managing projects and processes that align and mobilize diverse groups.

NOTE: *Prior experience in the nonprofit sector, philanthropy, or progressive politics is a plus, but definitely not required. We're looking for the smartest, most passionate, and most hardworking people we can find. Inspire us!*

OTHER THINGS TO NOTE

- We know that having diverse teammates and an inclusive work environment makes us a smarter, more creative, aware, whole team. We aim to continuously push one another's thinking, challenge long-held beliefs and assumptions, and leverage our diversity to explore new, uncharted areas. We are committed to providing equal employment opportunity to all employees and applicants for employment without regard to their race, color, age, religious creed, sexual orientation, or other personal characteristics as may be protected by applicable law.
- We are a small and growing company that embraces a start-up attitude. You will have the ability to impact every aspect of our work, from day-to-day operations to major initiatives, and you'll be expected to bring an "intrapreneurial" mindset.
- The Third Plateau network is diverse and far-reaching. As a fellow, we welcome you into that network, and seek opportunities to connect you to unique organizations and individuals over the summer and beyond.
- We currently have offices in San Francisco ("The Rhino"), Sacramento ("The Hippo"), Houston, Texas ("The Armadillo"), and Philadelphia ("The Walrus"). This summer you'll have the opportunity to be based out of The Rhino or The Hippo, your choice.
- Fluency in Microsoft Office (e.g. the ability to build Excel spreadsheets, format charts and reports in Word, and put together professional, clear PowerPoint presentations) is required.

HOW TO APPLY

Applications will be processed in one of two waves:

- **First Deadline**
 - Applications due December 31st, 2017
 - Interviews conducted in January and February
 - Decisions communicated end of February
- **Second Deadline**
 - Applications due March 3rd, 2018
 - Interviews conducted in March
 - Decisions communicated early April

To apply, please send the following to fellows@thirdplateau.com with the subject line IMPACT FELLOW APPLICATION – [YOUR NAME]:

- A one-page PDF that answers two questions:
 1. What brings you to the social impact space and why does Third Plateau make sense to be the next step in your journey?
 2. How will you enhance this summer's fellowship cohort, the Third Plateau team, and our work?

Sounds pretty straightforward, right? Well, here's the big catch: ***you cannot use proper nouns in your response.*** Yep, you read that right. You are not allowed to mention by name what schools you've gone to, the names of organizations you've worked at, or who your paternal great grandmother was. Instead, focus on the *substance* of what you've learned, how you've developed, and how you can contribute to Third Plateau. ("Third Plateau," by the way, is the only proper noun you are allowed to use in your 1-pager.)

Please save this proper noun-free PDF with the following title structure: *IMPACT FELLOW – [10 digit phone number with no dashes]*. Your 10 digit number will be used as an internal identification number, to help keep your application anonymous during the review process.

In the body of the email, please include:

- Your full name
- The graduate school and degree(s) you are currently in (or just graduated from) and anticipated graduation date. For example, "Yale School of Management, MBA 2019."
- Your phone number
- Your email address
- The name and contact information of two people who can serve as references
- Your preference of working out of the Sacramento office, the San Francisco office, or either.

We are working hard to build a blind review process that minimizes implicit and explicit biases from the hiring process, so welcome to our latest experiment to do just that! Please note that only applications following these strict guidelines will be considered.

Our administrative assistant will receive this email, save the information on a secure file, and maintain a tracking system where for the first round of reviews, she'll be the only person who knows what identification numbers belong to which individuals. See, we told you we take this blind review process seriously! We hope you can get creative and have fun with it!

For more information on the fellowship, please visit <http://www.thirdplateau.com/get-to-know-us/#social-fellows>.